

Prop.

CONSTITUTION

— AND —

BY-LAWS

OF THE

Central Labor Union

OF

Cleveland, O.



Affiliated with the
American Federation of Labor.

Charter issued November 1887.

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Charles Lezius,



113 Champlain St.



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PREAMBLE.

WHEREAS, It has been fully demonstrated by experience that unity of action and organization among working people are imperative and essential in order to combat the ever-growing encroachments of organized and consolidated capital, and, there are many questions affecting the interest of the working classes, which cannot be dealt with special and separate Trade and Labor Unions, and as that end can be best attained by a central labor organization through which all branches of labor may prove allies to any particular one that may be oppressed, and all may form a Brotherhood for the defense and protection of the laboring classes; therefore, be it

RESOLVED, That we, the delegates of the various Trade and Labor Unions here represented, do hereby form the CENTRAL LABOR UNION OF CLEVELAND, O., for the purpose of organizing and concentrating the efforts of the working classes for their own mutual protection, education and social advancement, and to that end we adopt the following

DECLARATION OF PRINCIPLES.

We hold that labor produces all wealth; therefore the worker is entitled to the full product of his labors. But when wealth-producers live in poverty and idlers roll in luxury it is very evident

P28240

that the industrial system, which permits such conditions must be wrong, and requires a thorough change.

It is self-evident that, as the power of capital combines and increases, the political freedom of the masses becomes more and more a delusion. There can be no harmony between capital and labor under the present industrial system for the simple reason that capital, in its modern character, consists very largely of rent, interest and profit, extorted from the producers, who possess neither the land, nor the means of production, and are, therefore, compelled to sell their labor and brain power, or both, to the possessor of the land and means of production, at such prices as an uncertain and speculative market may allow. Organization of Trades and Labor Unions is one of the most effective means to check the evil outgrowths of the prevailing system; but they must keep pace with the progress of the age and with the march of advanced ideas.

While Trade and Labor Unions hitherto have struggled for higher wages or shorter hours of labor, they have practically protected themselves as producers, but not as consumers and citizens. The ruling moneyed class has meanwhile obtained legal sanction to ring from the workers all the benefit that strikes and resistance gained; and this has been done by exacting high rents, costly transportation, gigantic corners in grain and pro-

ision, and by monopolizing the issue of money. The privileged classes have used the police, militia and even the federal troops against the workers whenever they felt their capitalistic interests in danger. And yet Trades and Labor Unions go so far as to prohibit the discussion of such topics in their meetings, and on election day their members vote in favor of representatives of the very class that oppresses them all the year around.

The emancipation of the working classes must be achieved by the working classes themselves, as no other class has any interest in improving their condition. The combined wage-working class represents the great majority of the people. In their hands rests the future of our free institutions, and it devolves upon them to replace the present iniquitous system by one based upon equity and the nobility of all useful labor.

We regard it as the sacred duty of every honorable laboring man to sever his affiliations with all political parties of the capitalists, and to devote his energy and attention to the organization of his Trade and Labor Union and the concentration of all Unions into one solid body for the purpose of assisting each other in all struggles — political and industrial — to resist every attempt of the ruling classes directed against our liberties, and to extend our fraternal hand to the workers of our land and to all nations of the globe that struggle for the same independence.

In order to secure the emancipation of the wage workers we pledge ourselves to the following

PLATFORM.

Municipal Issues.

1. Municipal service wholly divorced from partisan politics. Tenure of office during good behavior, and promotion for meritorious service.
2. Municipal ownership of street railways, telephone, gas and electric light plants, for public distribution of power, heat and light. All municipal franchises to be owned and operated by the municipality in the interest of the people.
3. Eight hour service for all employes engaged directly or indirectly on municipal work.
4. All municipal work to be performed directly by the municipality, without intervention of contractors.
5. Payment of wages weekly, and equal pay to women for equal work performed with men.
6. Revision and simplification of all municipal laws.
7. Thorough revision and equalization of salaries of public officials.
8. Collective ownership by the people of all the means of production and distribution.
9. Direct legislation, through the initiative and referendum, *i. e.* reference of all laws enacted by legislative bodies to the electors for ratification or rejection.

State Issues.

1. Abolition of capital punishment.
2. Sanitary inspection of mines, workshop and dwellings.
3. Taxation of land values, irrespective of improvements.

4. Abolition of contract prison labor.
5. Prohibition of child labor under 16 years.
6. Compulsory education.
7. Payment of wages in lawful money, and abolition of truck pay.
8. Liability of employers for injury to health, body, or loss of life.

National Issues.

1. Abolition of national banks, and substitution for their notes legal tender treasury notes. Issue of all money direct by the government, and establishment of postal deposit and savings banks.
2. Prohibition of alien ownership of land and of gambling in stocks, etc.
3. Adoption of a constitutional amendment requiring the election of the President and Vice President by direct vote of the people. Also providing for election of United States Senators by direct vote of the people.
4. Government ownership of all railroads, telegraph and telephone lines, and all means of communication and transportation.
5. Thorough revision of the judiciary laws.
6. Abolition of all indirect taxes.
7. Abolition of the contract system on all public work in all its phases.
8. Rigid enforcement of the eight-hour law in all public departments. Equal pay for equal service for men and women.
6. Enactment of laws abolishing the sweating system.

CONSTITUTION.

ARTICLE I.

OBJECTS.

Sec. 1. This organization shall be known as the CENTRAL LABOR UNION OF CLEVELAND, O., and shall be composed of delegates as hereinafter provided.

Sec. 2. Its objects shall be: To maintain a labor press; to mould public opinion in favor of labor; disseminate labor literature; establish a system of financial assistance for sister societies in time of difficulties; to act as a Board of Arbitration in labor disputes; to organize a system of statistics to discuss and examine all questions affecting the interests of the working classes; to use every endeavor to impress upon the various branches of labor the necessity for the organization and maintenance of Protective Unions; to assist in the formation of Trade and Labor Societies where none exist; to use every honorable means in our power to adjust difficulties which may arise between workmen and employers.

Sec. 3. We hereby pledge ourselves to assist each other in securing fair wages to the workers by all honorable means; and we shall withdraw all patronage and business from any unfair employer, let the calling be what it may.

ARTICLE II.

REPRESENTATION.

Sec. 1. This body shall be composed of five delegates from any bona fide Trade and Labor Union that may make application for affiliation.

Sec. 2. Delegates shall be elected by their Unions to serve six months, or as their Union may direct, and must deposit their credentials with the Recording Secretary; but shall have no voice in the proceedings until their credentials be approved unless by consent. None but distinctive Trade and Labor Unions, whose standing as such is unquestioned, shall be entitled to admission.

Sec. 3. Any member of a Labor or Trade Union who is actively employed at his trade is eligible as a delegate.

Sec. 4. The following form of credential shall be properly filled out by Unions having a delegate representation, signed by their Corresponding Secretary and bearing the seal of their Union, and if approved by a majority vote the delegates shall receive the obligation.

Cleveland, O.....189.....

*This is to certify that.....of No.....Street,
was duly elected a delegate from Union.....No.....to the
Central Labor Union of Cleveland, O*

*(If elected to fill the unexpired term of some former
delegate, give the name of the former delegate here.....*

.....*President.Secretary,*

(Seal.) No.....Street.

Sec. 5. Upon the acceptance of delegates' credentials the President shall administer the following obligation:

I, do pledge my word and honor that I will obey the rules and regulations of this Central Labor Union, and, to the best of my ability, perform all duties as a member thereof.

Sec. 6. Non-attendance at three regular meetings, without excuse, shall be sufficient cause for declaring a member's seat vacant, and the President shall so declare it, and notice of the same shall be sent by the Corresponding Secretary to the Union by which such delegate was elected.

Sec. 7. The proceedings of this body may be held in English and German, one delegate acting interpreter who is capable of speaking both languages fluently.

ARTICLE III.

OFFICERS.

Sec. 1. The regular officers of this body shall consist of

- a)* President.
- b)* Vice-President.
- c)* Recording Secretary.
- d)* Corresponding Secretary.
- e)* Financial Secretary.
- f)* Treasurer.
- g)* Sergeant-at-Arms.
- h)* Three Trustees.

Sec. 2. The regular officers shall be elected at the second meeting in the months of January and July, and shall hold office for the term of six months or until their successors are qualified. Before entering upon their duties, the President shall deliver the following obligation:

I....., do pledge my word and honor before these witnesses that I will discharge the duties devolving on me as an officer of the Central Labor Union, as prescribed by the Constitution and By-Laws.

ARTICLE IV.

DUTIES OF OFFICERS.

Sec. 1. The President shall preside and preserve order during the deliberations of this body, sign all orders on the Treasurer authorized by the delegates, appoint all committees not otherwise provided for, and transact such other business as usual to the office of President.

Sec. 2. The Vice-President shall perform the duties of the President in case of absence or resignation of that officer, and shall act as statistician of this body and keep watch of all reports of interest to labor that may come to his notice.

Sec. 3. The Recording Secretary shall keep a correct record of the proceedings, furnish a report to the official paper of the C. L. U., attest all orders signed by the President and Financial Secretary, and perform such other duties as the Constitution and By-Laws may require of him. For the faith-

ful performance of his duties, he shall receive the sum of one (\$1.00) dollar for each meeting.

Sec. 4. The Corresponding Secretary shall carry on all correspondence connected with the business of this body, read the same received by him at each meeting, and use and keep securely the seal of this body. He shall receive for his services the sum of fifty (.50) cents for each regular meeting at which he is in attendance.

Sec. 5. The Financial Secretary shall receive and keep a record of all money paid into the Central Labor Union, and shall report from what source such money was received before the close of the meeting, shall issue all warrents for monies ordered paid, and pay over all monies to the Treasurer, and receive a receipt for the same. He shall send to each local organization affiliated, on the first day of the last week of each quarter, a blank form to be filled out by the Financial Secretary of the local union certifying the number of members and the amount due. For the faithful performance of his duties he shall receive the sum of twenty-five (\$25.00) dollars per annum.

Sec. 6. The Treasurer shall receive all monies and give a receipt for the same; pay all bills duly authorized, and deposit all amounts over \$25 in a bank, subject to the order of the Chairman of Trustees, and furnish a bond in the sum of \$200, and shall receive the sum of twenty-five (\$25.00)

dollars per year for the faithful performance of his duties.

Sec. 7. The Trustees shall take charge of all property belonging to this body, and the Chairman thereof shall sign all orders for withdrawal of monies duly authorized from the bank. They shall audit the accounts and books of the Financial Secretary and Treasurer every three months, and report the result of said audit at the next regular meeting.

Sec. 8. The Chairman of Trustees shall sign no order for the withdrawal of any money except upon the written order of the President and Financial Secretary, attested by the Recording Secretary and seal of the Central Labor Union attached.

Sec. 9. The Sergeant-at-Arms shall introduce all new delegates and visitors, and furnish them with suitable seats.

ARTICLE V.

VACANCIES

Sec. 1. Should any officer absent himself from three consecutive meetings, and fail to present a valid excuse, his office shall be declared vacant and an election held to fill the unexpired term.

Sec. 2. Permanent vacancies caused by death or otherwise, shall be filled by an election at the next regular meeting.

ARTICLE VI.

QUORUM.

Delegates from seven organizations represented in this body shall constitute a quorum for the transaction of business at any regular or special meeting.

ARTICLE VII.

DUES AND RECEIPTS.

Sec. 1. The funds for the support of this body shall be derived from an initiation fee of \$1 from each Union making application for affiliation, and a per capita tax of two cents per member of Unions herein represented, one cent of which per capita shall be set aside as a publication fund.

Sec. 2. Any Union being three months in arrears shall be notified by the Financial Secretary, and if the same be not paid at the end of the next month said Union shall be suspended until said dues are paid.

ARTICLE VIII.

COMMITTEES.

Sec. 1. At the second meeting in January and July the following standing committees shall be elected:

- a) Committee on Organization.
- b) Committee on Legislation.
- c) Committee on Grievances and Arbitration.

Sec. 2. The Committee on Organization shall consist of three members, one of whom at least

shall be able to speak the German language, elected to serve six months, or until their successors are qualified.

Sec. 4. Committee on Grievances shall consist of five members elected for six months.

Sec. 5. Committee on Legislation shall consist of three members, whose term of office shall be for a period of six months.

ARTICLE IX.

DUTIES OF COMMITTEES.

Sec. 1. The duties of the Committee on Organization shall be to encourage and assist in the formation of new unions, and to visit the various unions herein represented whenever required. They shall receive 25 cents per meeting.

Sec. 2. The duties of the Committee on Legislation shall be to submit measures affecting the interests of labor, to report on proposed labor bills and to perform such other duties as may be assigned to them.

Sec. 3. It shall be the duty of the Committee on Grievances and Arbitration to investigate all grievances presented by affiliated unions, and upon request attempt to amicably adjust the existing difficulties between employes and employers. No strike shall be endorsed by this body until a full statement has been submitted and all attempts to amicably adjust the difficulties have been exhausted or proved futile. Should any member of

this Committee be directly interested in the affair the President shall appoint another member to serve in his place. For their services they shall be remunerated at the rate of 25 cents per hour.

Sec. 4. Should a strike be unavoidable and the same be endorsed by the C. L. U., a call shall be made on all Trade and Labor Unions to assist the one in difficulty. Contributions or assessments for the purpose shall be left to the different unions for action. Any union failing to assist another when called upon by this body shall forfeit its right in a similar emergency.

ARTICLE X.

APPEALS.

Sec. 1. Any member of a Union that is not connected with a national or international organization, who may feel aggrieved at the action of his Union against him, shall have the right to appeal to this body for redress. The matter shall be referred to a committee, none of whom shall be a delegate from the Union appealed from. The committee shall thoroughly investigate the case and report as soon as practicable with their recommendations. This body shall then take action on the report, and its decision shall be final.

ARTICLE XI.

OFFICIAL ORGAN.

THE CLEVELAND CITIZEN shall be published by the CENTRAL LABOR UNION on the lines

mapped out in the preamble and declaration of principles, and for the purpose of advocating trades unionism as may be decided upon by this body. The enterprise shall be conducted under the direction of a Board of Control, composed of the President, Vice-President, Recording Secretary, Corresponding Secretary, Financial Secretary, Treasurer, Sergeant-at-Arms, Chairmen of Trustees, Organization Committee, Legislative Committee and Grievance Committee.

The management of the business shall be vested in a manager, who shall have control over the enterprise under such regulations as the Board of Control or the Central Labor Union may from time to time devise.

Civil service rules shall prevail in all departments of the business, and removal take place for cause only.

ARTICLE XII.

TRADE SECTIONS.

Sec. 1. In order to secure a better understanding among the kindred trades affiliated in the Central Labor Union, the following trades sections shall be established:

a) Building Trades Sections, comprising all organizations in the building trade line.

b) Machinery Constructors' Section, comprising the organizations working in iron and metal.

c) Printing Trades' Section, comprising all bodies engaged in the printing industries.

d) Miscellaneous Trades Section, to be comprised of all unions not connected with any of the above sections.

Section 2. Each delegation is requested to name one of its members to act on the above committee.

Sec. 3. The duties of the Trades section shall be to consider all propositions or questions presented to the Central Labor Union, as they may interest the particular trades, and to make recommendations which will establish closer relations between all industries represented. When grievances are brought before the Central Labor Union it shall be the duty of the interested Trade section to assist the Committee on Grievance and Arbitration to affect an amicable settlement of the difficulty in question, and also to do such other committee work as may from time to time be assigned them.

ARTICLE XIII.

AMENDMENTS.

Sec. 1. This constitution shall not be altered or amended except at a regular meeting of this body, and with the concurrence of two-thirds of the delegates present. Notice of an alteration or an amendment must be given in writing at a previous regular meeting, and shall be proposed by some delegate.

Sec. 2. Any amendment changing the objects of this organization, the representation of Unions, or increasing the initiation fee or per capita tax, shall be submitted to the Unions represented, and be ratified by two-thirds of them before final adoption.

BY-LAWS.

Sec. 1. The regular meetings of the Central Labor Union of Cleveland, O., shall be held every Thursday evening unless otherwise determined.

Sec. 2. The hours of meeting shall be from 8 p. m. to 10 p. m., sun time.

Sec. 3. Special meetings can be called by the Corresponding Secretary on petition of the delegates of any organization in good standing.

Sec. 4. The election of officers shall be by ballot. It shall require a majority of all the votes polled to elect. Should there be no election on the first ballot, the candidate receiving the lowest number of votes shall be dropped on the second ballot, and so with each successive ballot until a choice can be reached.

Sec. 5. The Chair shall appoint two Tellers to conduct the election, who shall collect and count the votes, the Recording Secretary keeping a tally hereof. The Chair shall then declare the result.

Sec. 6. The President shall appoint all special committees, and fill all vacancies when not otherwise provided for.

Sec. 7. Members of the press may be admitted to all meetings of this body, provided that at any time this body desires to hold an executive session, the reporters shall be requested to retire. This shall not apply to recognized labor papers.

Sec. 8. All special committees shall report in writing at the next stated meeting, unless otherwise ordered.

Sec. 9. The privileges of the floor may be granted to members of any Trade or Labor Organization not represented in this body, or visiting delegation, by consent of the majority of delegates present.

Sec. 10. Any delegate who shall use disrespectful or violent personal language, or refuse to obey the President when called to order, or misappropriate any funds of this Union, or neglect to attend to any duty imposed on him, and which he has accepted, shall be cited to appear before this body and offer an explanation or apology for such conduct; and in the event of failure so to appear, or to make what shall be deemed sufficient explanation or apology, he may be reprimanded or expelled from this body by a two-thirds vote of the delegates present, and if expelled he shall be ineligible to again represent any Union in this body,

and his Union shall be immediately notified of such action and the cause therefore, with request to choose another delegate in his place.

Sec. 11. These By-Laws can be amended by a vote of two-thirds of the members present, provided the same shall have been presented in writing at a previous regular meeting.

Sec. 12. In selecting committees not more than one delegate from any Union shall be chosen, unless it be deemed to the best interest of this body to diverge from this rule.

Sec. 13. The first meeting of each month shall be known as a special open meeting for the discussion of social, political and industrial questions. A cordial welcome is extended to all visitors, who, under the order of Good and Welfare, are privileged to speak upon all questions before the house, but are disbarred from voting.

ORDER OF BUSINESS.

1. Call to order.
2. Roll Call of Officers.
3. Presentation of Credentials.
4. Admission of Delegates.
5. Payment of Dues.
6. Reading of Minutes.
7. Communications and Bills.
8. Reports of Delegates.
9. Reports of Officers.
10. Reports of Committees.
11. Unfinished Business. (Nomination and Election of Officers. Installation of Officers.)
12. New Business.
13. Welfare of Body.
14. Receipts and Expenses.
15. Adjournment.

Rules of Order.

1. On motion the regular order of business may be suspended by a two-third vote of the meeting at any time, to dispose of any urgent business.
2. All resolutions and resignations shall be submitted in writing, if so requested by the secretary.
3. Any conversation by whispering or otherwise, which is calculated to disturb a member while speaking, or hinder the transaction of business, shall be deemed a violation of order.
4. Partisan politics or sectarian discussions shall not be permitted in the meetings under any circumstances.
5. All questions of a parliamentary nature not provided for in these Rules shall be decided by Cushing's Manual.
6. A motion to be entertained by the Presiding Officer must be seconded, and the mover as well as seconder must rise and be recognized by the Chair; it shall be reduced to writing at the request of the Secretary.
7. In presenting a motion, a brief statement of its objects may be made, but no discussion of its merits shall be admitted until the question is stated by the Chair.
8. Any member having made a motion can withdraw it by consent of his second, but a motion once debated cannot be withdrawn only by unanimous consent.
9. A motion to amend an amendment shall be in order, but no motion to amend an amendment to an amendment shall be permitted.
10. Any member may call for the division of a question when the sense will admit thereof.

11. A motion shall not be subject to debate until it has been stated from the Chair.

12. When a member wishes the floor he shall rise and respectfully address the Chair, and if recognized by the Chair he shall be entitled to the floor.

13. If two or more members rise to speak at the same time, the Chair shall decide which is entitled to the floor.

14. Each member, when speaking, shall confine himself to the question under debate and avoid all personal and indecorous language.

15. No member shall interrupt another while speaking, except to a point of order, and he shall definitely state the point, and the Chair shall decide the same without debate.

16. If a member while speaking be called to order, he shall take his seat until the point of order is decided, when, if decided in order, he may proceed.

17. If any member shall feel himself personally aggrieved by a decision of the Chair, he may appeal to the Union from the decision.

18. When an appeal is made from the decision of the Chair, said appeal shall be stated by the Chairman to the meeting in these words: "Shall the decision of the Chair be sustained as the decision of this meeting?" The member will then have the right to state the grounds of his appeal, and the Chair will give the reasons for his decision, thereupon the Union will proceed to vote on the appeal without further debate.

19. No member shall speak more than once on the same subject until all members desiring the floor shall have spoken, nor more than twice without consent.

20. The Presiding Officer shall not speak on any subject except points of order, and appeals from the decision of the Chair; he shall have a vote on all questions before the meeting, and, in case of a tie vote, the question at issue shall be declared lost.

21. When a question is before the meeting no motions shall be in order except:

1. To adjourn.
2. To lay on the table.
3. For the previous question.
4. To postpone to a given time.
5. To refer or recommit.
6. To amend.

And these several motions shall have precedence in the order herein arranged.

22. The following motions are not debatable:

1. To adjourn.
2. To lay on the table.
3. To read a document or paper.

23. When the previous question is moved and seconded, it shall be put in this form: "Shall the main question now be put?" If this is carried, all further motions, amendments and debate shall be excluded, and the question put without delay.

24. If a motion has been amended, the question on the amendment shall be put first. If more than one amendment has been offered, the question shall then be put as follows:

1. Amendment to the Amendment.
2. Amendment.
3. Original motion.

25. When a question is postponed indefinitely it shall not come up again, except by unanimous consent.

26. A motion to adjourn shall always be in order, except:

1. When a motion is before the house.
2. When a member has the floor.
3. When the members are voting.
4. When it has been decided to take up the previous question.
5. When delegates from affiliated Unions desire to make a report.

27. Before putting a question to vote, the Presiding Officer shall ask: "Is the Union ready for the question?" Then it shall be in order for debate. If no member rises to speak, the Presiding Officer shall then put the question, and after the vote is taken he shall immediately announce the result.

28. When the Presiding Officer has commenced taking a vote, no further debate or remarks shall be allowed, unless a mistake has been made, in which case the mistake shall be rectified and the Presiding Officer shall recommence taking the vote.

29. Before the Presiding Officer declares the vote on a question any member may ask for a division of the house; then the Chair is in duty bound to comply with the request, and a standing vote shall be taken.

30. Every member present shall vote on all questions before the Union, unless personally interested or excused by the Union.

31. When a blank is to be filled the question shall be taken first upon the highest sum or number, or the longest or latest time.

32. When a question has been decided it can be reconsidered only at the same meeting or on the next regular meeting night.

33. A motion to reconsider must be made and seconded by two members who voted with the majority.



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